

Don't even think about doing this work alone!

Finding and Maintaining Partners in IT

@viLynk

Let's start with...

Who am I?

and

What am I talking about?

build trust

align

efficient

improve communication

Why should I bother?

Identify strengths

increase/improve awareness of your workload

get buy-in

effective

Types of Relationships

- Partners
 - Those who help us **do**
 - Shared interest/investment, often within the organization
- Allies
 - Those who help us **grow**
 - Mutual support within the field
- Confidant
 - Those who help us **shoulder** our work
 - Often help you see yourself

Who do you engage with?
Who are the people on your team?

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Now is the point in the presentation when you get to talk. Did you really think you were going to sit through a lecture on relationships without talking to anyone else?

What was it like looking at your team?

How do you feel? Supported? Isolated? Overwhelmed?

What surprised you?

We need partners
allies
confidants !

The Basics

- **Initiate** (through listening and conversation)
- **Cultivate** (through invitation and engagement)
- **Nurture** (through open and honest feedback)

Initiate

- Listening

- Ask more questions (about what they're doing and what they need) than you answer.
- Are you listening or are you thinking about how to make that installation quicker? Be aware of things distracting you.

- Conversation

- Ask follow-up or clarifying questions.
- Aim to discover a new aspect of their job each time you interact with someone.

Cultivate

- Invite

- Ask people to partner with you, or, ask if you can partner with them.
- Allow them to support you with the resources they have available to them.

- Engage

- Ask follow-up or clarifying questions.
- Aim to discover a new aspect of their job each time you interact with someone.

Nurture

- Solicit feedback
 - Create opportunities for feedback to happen.
- Be open to changing
 - Growth is essential. It doesn't have to be painful

This process will look a little different as you build and maintain different types of relationships.

Often partners become allies and allies can become confidants.

Can you do this?

Yes!

Here is another point in the presentation when you get to talk. Did you think you only had to do the talking thing once during a lecture on relationships?

What feels hard? Exciting? A relief?
Are there any places you feel stuck?

Thank you.